

TEAMSTER CONVOY DISPATCH

109



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Aug./Sept. 1988 #81



An Open Letter to President William J. McCarthy

Dear Brother McCarthy:

You have become IBT General President at a crucial time for our union. We want to offer you some constructive input, and our cooperation in building a stronger, more democratic Teamsters union.

On July 15, you stated your top priority is to reopen the NMFA. We agree with you fully and want to offer an avenue to accomplish that.

A lawsuit challenging that ratification was filed by five Teamsters in a timely fashion, prior to the implementation of the contract. The employers were properly notified as well. The union legal staff is using stalling tactics against this important legal action. We urge you to reverse that course, and direct them to settle the suit with the rank-and-file plaintiffs' attorney. This cooperation between you and the reform movement can lead to a reopened NMFA and Majority Rule.

Similarly, carhaul Teamsters have just rejected a deal negotiated by Walter Shea. We urge you to take bold action here, too, by convening a bargaining council elected from all affected local unions and reconstituting a negotiating committee from that council.

These actions will send a clear message to all our members, the public and the employers that the Teamsters union is changing and adopting new policies to benefit rank-and-file working Teamsters.

Near the top of the list of challenges before our union is the racketeering suit filed against the International and 26 reputed mob figures. We urge you to consider a dramatic change of course. The IBT leadership has attempted to deny there is any corruption. While some 300 Teamster officials have been convicted in court in recent years, not so much as one slap on the wrist has come from our leadership. This approach is doomed to failure and is certain to further alienate our members and potential members.

We call on you to take innovative action to deal with this case and the problem of corrupt influences. Announce that the first-ever membership vote will be held for General President, General Secretary-Treasurer and 16 vice presidents by region, and invite the Justice Department, specifically Rudolph Giuliani, to monitor the election.

This dramatic step would lead to settlement of the RICO suit and a new beginning. It would electrify our members. Instead of apathy and cynicism, we would see enthusiasm and a spirit of solidarity. It would show a union leadership more interested in building our union and unifying our members, than in securing its own power and wealth.

The TDU reform movement is growing faster than ever. Members are taking positive steps through TDU to work toward these goals. Despite many differences we may have, we are willing to cooperate on any matters that will benefit our union. Dialogue and cooperation within our union will itself be a step forward. We hope you will understand there is a positive role for a growing reform movement. We are here to stay and to make historic democratic changes.

Fraternally,

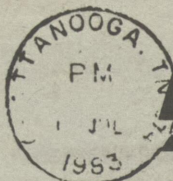
TDU International Steering Committee

**1988 TDU
Rank & File Convention
October 22-23, Atlanta**

See page 7 to register

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600





From the Members

'No Mob Control—No Government Control'

TDU to Enter Federal Lawsuit

TDU is putting plans into action to win the Right to Vote for top officers, using the federal racketeering lawsuit filed in June against the General Executive Board.

TDUers at last year's Rank & File Convention prepared for the RICO lawsuit by adopting a resolution calling for "a supervised one-member-one-vote election for International Union officers," and further resolving that "TDU will intervene to strongly oppose a court-appointed trusteeship." We are now implementing that policy.

The Justice Department lawsuit is not what was expected earlier. It expresses the need for "free and fair elections," along with a limited role for a trustee.

By calling for a limited trust-

teeship and elections, the Justice Department has begun to move toward the TDU stand. But TDU is seeking to intervene in court to bring forward the rank-and-file viewpoint, which is not represented by the government or the International officials.

The goal of democratic unionism may take several elections and a number of amendments to our union constitution—and certainly the active involvement of rank-and-file Teamsters. We should start now, so those who have fought so hard will reap the benefits of a strong, proud Teamsters union.

Copies of the "No Mob Control—No Government Control" resolution are available from the TDU national office.

Defend Teamsters Union—Yes, Corruption—NO!

Yes, the very thought of the government taking over the Teamsters is frightening and against all constitutional principles. We'll certainly fight for this to never happen!

However, it seems the International is using these moral issues in its defense. Let's not be blinded into forgetting the violations that the Teamsters created, deliberately causing financial and psychological difficulties on its own members. These can never be forgotten!

These are the basis that gave the anti-union Reagan forces the fodder to create this takeover suit.

We true Teamsters who have persevered all these years are once again asked to defend our union. We will! But our leaders are to be blamed and must be constantly reminded they are the creators of their own mire and dilemma.

Christos A. Kourambis
Local 707, Sanborns
Retired (not by choice)
New Jersey

Why Resist Feds' Trusteeship?

We know 99% of our International is corrupted. They have been in bed with the Reagan Administration and every company they've negotiated with since 1976. So why are you against the government taking over until they clean it up? We can't do it alone.

I know the government is also corrupted, but we do need a change. Hopefully to benefit the majority of

us, not just a few.

Let's get this greedy bunch of incompetents out of there. They have been out of the trenches so long. Some of these guys have never been there. So they really don't know what's going on in the labor movement. We have been going backwards for the last 12 years or more and it's getting worse.

Name withheld
Local 177, UPS
New Jersey

Call for Freedoms Has Its Duties

Every person without exception is confronted in these critical times with the challenges and obligations of leadership. ... Our unions have become established institutions. But to manage our union as the American Policy, the question is whether all men or only a select few have a right to govern themselves. The union's greatest strength is in its vast membership. Let there be no differences among the people, rich and poor, black and white, male and female, rebel and loyalist. We all stand for J-U-S-T-I-C-E.

We can change our union in a fast-changing world! It's up to you. Hundreds of millions of workers over the earth long to be protected against exploitation, corruption and racketeering. Labor unrest will continue and multiply until those like you, who are blessed with humanizing economic and spiritual values, make it your business to integrate these values into the structure of labor-management relations.

Do more than complain. Freedom is a God given gift, but it is up to Man to protect his freedom. Too many accept freedom but fail to recognize the responsibility that goes with it.

O.L. Pinson
Local 568, Roadway
Shreveport, La.

Trust the Feds? Get Real!

It's very easy to get the sanction of the American people when state-ments are made about racketeering, 20 murders, bombings, beatings, bribes and past presidents who have been indicted or thrown in jail. But this is not the American Way. Let's take down our flags, close the courts and have a professional firing squad. Are 1.6 million Teamsters guilty by association?

It is always improper for the government to move to takeover any democratic organization that is guaranteed existence and autonomy by the Constitution. Nevertheless, the definitive word here is "democratic."

Rank-and-file Teamsters do not have the Right to Vote for officers above the local union level. Is there a better way? Of course! Who in the government can we trust? When our President can fire 11,000 traffic controllers out of one side of his mouth, and tell Solidarity in Poland, "We are with you," out of the other side, it's time the rank and file stood up to fight their own battles, without the government.

We trust our own! If 18 top officials are corrupt, jail 'em. But don't tell me that out of 1.6 million members we have no one to trust. Get real!

Jim Tucker
Local 24, CF
Akron, Ohio

TDU Steering Committee

Co-Chairs:
Pete Camarata, #299
Joe Day, #170
Diana Kilmury, #213
Michael Savwoir, #41

Organizer:
Ken Paff, #407

Trustees:
Sarah Bequette, (#600)
Mike Friedman, #407
Tom Pizzuto, #863

Members:
John Braxton, #623
Dan Campbell, #486
Sam Fenn, #63
Doak Jones, #70
Doug Mims, #728
Michael Ruscigno, #138
Gail Sullivan, #278

Alternates:
Don Landis, #773
Scott Askey, #63
J. Anthony Smith, #639

How to Contact TDU Offices

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

TDU/PROD Washington Office: 2000 P St., N.W., Room 612, Washington, D.C., 20036. (202) 785-3707.

TDU N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 834-0631.

TDU Western-area Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1987 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



Washington Watch

Who Is William J. McCarthy?

Teamsters outside New England are asking, "Who is this guy, William McCarthy?" Here is a beginning of the answer. Much more will become known as we see what policies he puts in place as General President.

History in Boston

McCarthy, 69, is the president of Boston Local 25 (the late President Dan Tobin's local) and New England Joint Council 10. He intends to keep those posts as IBT president. His combined salaries are now over \$300,000.

Unlike Jackie Presser, McCarthy came up through the ranks. He started driving for M&M Transport at age 17, and joined Local 25. After serving in the Army in World War II, he was elected BA, the youngest ever elected in Local 25. In 1956 he defeated Teddy Jenkins for local president and began to solidify his power. He was taken under the wing of John English, another Boston Teamster official who rose to power and became the IBT secretary-treasurer. English would introduce McCarthy as "my son Billy."

McCarthy is from the "old school" of Teamster isolationism. He opposed reaffiliation with the AFL-CIO. Today he is very powerful at a time when our union has grown weaker. His own Local 25 had 11,000 members at one time, but is down to 7,000. Like many trucking locals, it has suffered. Non-union outfits have opened. Overnite, for example, has a terminal in Local 25's jurisdiction. McCarthy will have to tackle the problem of non-union competition, or, as his predecessors have done, ignore it and let it grow worse.

McCarthy has run unopposed since the 1970s. Again, unlike Presser, he maintains some contact with the rank and file. The "McCarthy Team" officials in Local 25 refer to him as "Mr. McCarthy." Some insurgents have defeated "Team" candidates, but the losers usually get appointed jobs.

Local 25 members have suffered the same problems as other Teamsters—union busting, double-breasting, two-tier deals and productivity drives. The local has often been a helpless giant. As many locals, it has no real functioning hiring hall. The jobs that do come out of the hall, like the lucrative movie jobs, go to friends of the hall.

Rank-and-file members who try to speak out at local meetings find a tough time. A member reports, "No one runs a meeting like Mac. If you get to the mike and say something he doesn't like, he'll ask you to repeat it, and you look around and see his friends snarling. It's unnerving. One of his favorites is to rule you out of order."

Fitz's Buddy

McCarthy came to head New England JC 10 as an ally of Frank Fitzsimmons and a bitter enemy of James R. Hoffa. The previous JC 10 president, Nick Morrissey, was a close Hoffa associate. Fitzsimmons appointed McCarthy a general organizer, and later stripped Morrissey of the

same position. The locals finally chose McCarthy to head the joint council, ousting Morrissey. In 1969 Fitzsimmons appointed him an International vice president.

McCarthy cultivated political ties with the Republican Party. He was an associate of Governor Francis Sargent, and later of Governor Ed King, a Democrat who defeated Michael Dukakis in an April 1978 primary and afterwards turned Republican. McCarthy has stated he would poll the members before making any endorsement for president in 1988, reversing what would certainly have been Weldon Mathis' decision to endorse Dukakis.

Presser and Contracts

In recent years McCarthy has been on the outs with the IBT president. He was not a close ally of Presser, as he had been with Fitzsimmons. After being appointed president July 15, he said, "Maybe he (Presser) just rolled over in his grave."

He has complained about contracts and being kept from power in the International. He has boasted that he was kept out of UPS bargaining because of his stand in the 1976 Eastern Conference strike at UPS (prior to national bargaining). Not surprisingly, one of the first persons to be fired this month was UPS Division Chairman Dan Darrow, a Presser man from Akron, Ohio.

McCarthy recommended a NO vote on the NMFA in April to the membership of Local 25. Later he was critical of that contract and said he wanted to reopen it. Although McCarthy has often defended the hated two-thirds rule, recently he has said he will consider a change to Majority Rule.

Corruption at the Top

McCarthy has repeatedly asserted there is no corruption in the Teamsters union. His attorney has argued in the racketeering case that since the Department of Justice has named no specific acts by McCarthy, he should be dropped from the suit.

He has not been indicted or convicted and maintains a clean image. As chairman of the New England Teamsters & Trucking Industry Pension Fund (third largest in the Teamsters), he has had a few scrapes. He once even had to be sued (successfully) for attempting to deny benefits to members whose employers failed to make required pension payments. But McCarthy has not gotten into serious trouble. The Fund's lagging benefits, however, are a major source of membership discontent.

McCarthy has taken a hard line against reforms, such as those now being pushed by the Mathis faction of the General Executive Board (see page 7). These include TDU-initiated proposals on an Ethical Practices Committee and secret ballot elections for all IBT Convention delegates.

McCarthy came to power with nine of 17 votes on the GEB, including those

from New York, Cleveland and Chicago. Mathis and others contend strong organized-crime influence exerted itself in McCarthy's selection.

FBI documents are reported to show McCarthy tried to make a deal with Presser in 1984 to become IBT General Secretary-Treasurer. According to the reports, McCarthy said he first had to obtain the approval of Raymond Patriarca, then the New England regional crime boss. Wiretaps reveal mob leaders in Cleveland and New York discussing the possibility. Some of this information is based on reports by FBI informant Jackie Presser.

We can expect a continued total denial of any problem of corruption within the IBT. It also appears that Mathis and others on the GEB are going to take a different tack, promoting themselves as reformers while putting pressure on McCarthy before the Justice Department probe.

Who's In and Who's Out?

McCarthy is sure to make personnel changes. John Climaco was immediately fired as IBT general counsel and replaced by McCarthy's attorney, James Grady. Darrow is out as UPS chairman. Al Barlow of the Eastern Conference may replace him. Don West, a Mathis ally, has been ousted as freight director of the Southern Conference.

Jack Yager may be fired as freight director. Robert Holmes may lose the directorship of the Central Conference to Daniel Liguoris of Chicago, who

Scales of Justice Balance Slowly

NMFA Suit Proceeds in Court

Keith Gallagher
Local 229, Roadway
East Stroudsburg, Pa.

It will take at least another two months before freight Teamsters know the outcome of the suit against the recent NMFA ratification vote. On July 11, Judge Pratt granted the IBT an additional 60 days to take depositions from the plaintiffs in *Gallagher vs. Mathis* and to conduct other discovery. Another 15 days will then be allotted for motions for summary judgment. A hearing and decision will follow.

IBT lawyers have invoked a rule of procedure that requires TDU lawyers to sift through hundreds of documents in search of the evidence requested in discovery to build a strong case.

The five plaintiffs have been supported by the efforts and contributions of thousands of Teamsters nationwide who have given to STRIVE (Support the Rank & File In Voting Equality). Freight Teamsters have chosen to build their homes on Solidarity Drive, not Country Club Lane.

William McCarthy was outspoken against the freight contract and urged his members to vote against it. Now as General President he can actually do more than just talk.

His years in the union should clue

Whom Executive Board Members Supported

For William McCarthy:

Joseph Trerotola, New York
William McCarthy, Boston
Joseph Morgan, Hallandale, Fla.
Donald Peters, Chicago
Walter Shea, Washington, D.C.
Harold Friedman, Cleveland
Jack Cox, Carson, Calif.
Theodore Cozza, Pittsburgh
Daniel Liguoris, Chicago

For Weldon Mathis:

Weldon Mathis, Atlanta
Robert Holmes, Detroit
Edward Lawson, Vancouver, B.C.
Arnie Weinmeister, Seattle
John Cleveland, Washington, D.C.
Maurice Schurr, Philadelphia
Don West, Birmingham, Ala.
Michael Riley, Los Angeles

cast a deciding vote for McCarthy. A number of officials in the Western Conference are treading lightly about what may happen out there. McCarthy has very little support in the West, where nearly all officials backed Mathis. Walter Shea, who backed McCarthy in the vote, has been promoted to McCarthy's executive assistant. Shea attempted to do the employers' dirty work by trying to sell a lousy car-haul contract to the members, but failed as it was rejected by 72%.

While the new president and these inside moves are intriguing, of greater importance is what the members will do to push forward to win better contracts, a stronger union and the Right to Vote. True proof of great leadership lies in one who is willing to face a rank-and-file vote every three years.

him that the employers will not renegotiate a contract they like. There is nothing legally compelling them to do so. That leaves one solution: stop spending the members' money to fight the *Gallagher* case and settle up.

TDU has communicated directly with McCarthy urging him to instruct the IBT lawyers to settle the suit, overturn the vote and get on with business. Then and only then can he transmit his words into action and place freight at the top of his priority list.

Win or lose, this is only a small battle in the war for control of our union. Those of us who have built our homes on Solidarity Drive know the foundations were laid in the '30s by brothers and sisters who put their lives on the line for much of what we enjoy today. Unionism to them was more than a word.

TDU has maintained and upgraded Solidarity Drive since 1975. We have maintained it through our actions, illuminated it through education, and strengthened it through our convictions.

The Scales of Justice may balance slowly, but they are balancing. Join us on Solidarity Drive and build your house on a well-maintained road. Join TDU today.

Western and Southern Conferences

Casuals 'Blackballed' in Subterfuge of Contract

In the great sales job for the recent NMFA, new language was touted in the Western and Southern Conferences that provides for a preferential hiring list for casuals. This language has industrial-sized loopholes and is actually being used to blackball Teamster casuals. Corrective action must be taken before precedents are set.

Article 41, Section 3 in the South, Article 60 in the West, and Article 42 in the Central Pennsylvania Supplement state that any casual working 70 shifts in six months shall be "processed" by the employer to see if he meets the employer's "hiring standards." If he does, he is put on the preferential hiring list, which the employer is to use for first choice of casual work and for future hiring.

The idea is a good one: the long-time casual gets a kind of casual seniority, and gets hired

when any hiring occurs. But the reality shows major problems.

ABF in Albuquerque

A month ago, 12 long-time casuals were called into the office at the ABF terminal in Albuquerque, N.M. These were experienced hands, who the foremen stated knew the operation and

were doing a fine job. The boss agreed, apologized, then handed them each a form letter saying they failed to meet ABF's "standards." He blamed the new contract language, saying ABF didn't want to bother with a preferential list, so they would not be using these men anymore. ABF is defeating the intent of the contract through this subterfuge.

The 12 Teamsters filed a grievance through Local 492. Since filing, five of the casuals have signed individual "waivers" to their right to get a seniority job at ABF, consigning themselves to be permanent casuals. Local 492 officials dutifully signed the waiver also. Six casuals are hanging tough, and are going to the August JWAC grievance panel. One was later hired.

Loopholes and Solutions

1. The employer says no casuals are qualified.

Solution: The grievance panel must rule that the employer is using subterfuge to defeat the contract, and order

casuals onto the list.

2. The employer gets casual to "waive" his right to a job, as the Yellow Freight form shows.

Solution: Each supplement requires the local union to sign this. Locals should send a letter to each covered employer, stating they will never sign one. It cannot be left to the casual, who is in a position of Sign-It-Or-You-Never-Work-Another-Day-Here.

3. In the Southern Conference there is an extra loophole, that processing shall begin "when requested by the local union." If the union fails to make this request, the carrier can keep a man casual for years.

Solution: The local should send a letter to each employer, with a blanket request to process casuals immediately upon reaching the required 70 shifts.

These loopholes must be closed or the language will be used against our union and our members. If action is taken now, the contract will offer a little protection to casuals working to get full-time employment.

Form used by Yellow Freight to pressure casuals to sign away their rights to a seniority job. The signature of a L.A. Local 63 BA is on the line. Many locals are cooperating with the employers, such as Yellow and ABF, in this blackbaling deal.

Light Duty: Voluntary? Not Really

Let's Get It In Writing

Jack Yager just can't understand the controversy. A CF member telephoned Yager recently to ask if his workers comp benefits would be cut off if he refused CF's offer of "light duty."

"I've received hundreds of phone calls from members and I just can't understand what's the problem. The light duty program is strictly voluntary," Yager said.

Right. It's voluntary, but if you refuse you'll lose your benefits. A quick call to the Michigan Workers Compensation Bureau confirmed this point. When asked if an employee could be cut off from receiving benefits if he refused a legitimate light duty offer from his employer, the answer was a definite yes. While most companies have not pressed the issue due to the uncertainty surrounding the contract, the wheels are in motion.

CF has posted a memo in all terminals announcing the formation of their "Transitional Return to Work Program," or TRWP. Here's how they explain the program: "When an employee reports an on-the-job injury or illness, he/she will be given certain forms and may be sent to a doctor for an examination and/or treatment. If the doctor determines that the employee qualifies for the TRWP, the doctor will complete the appropriate forms indicating the restrictions and conditions for transitional work. The company will then attempt to provide a transitional position until the employee is able to resume normal duties. The TRWP is limited to twelve

months of disability."

Ok, that's how it works. But what does the program pay? CF's memo states that the disabled worker will receive temporary-partial benefits from the state comp board and "no less than \$5 per hour." The company can modify, change, or just dump the whole program at any time.

CF would have you believe its intentions are strictly humanitarian in developing the light duty program. "An early return to work is therapeutic and helps to speed recovery," keeping the injured worker, "in touch with the work environment."

The bottom line is cash and CF doesn't pull any punches, pointing out it minimizes the company's workers comp. The company's sincerity doesn't apply to workers on sick leave or disability who are not on comp.

Is it voluntary or not? The memo gives no indication one way or the other. Let's just say, it doesn't say the program is voluntary. Language could have been inserted in the contract stating injured workers would be given the option, but wouldn't be penalized if they didn't accept. Yager, or the National Negotiating Committee, should immediately produce in writing an agreement with the freight employers saying the program is voluntary and benefits won't be cut off if the light duty is refused. Anything less will subject freight Teamsters to unnecessary misery and benefit cutoffs. We hope our union will be more responsible than that.

Freight Lines

Freight Employers Fear Direct Elections.

Not only are our top officials scared by the prospect of a one-member-one-vote election for their jobs, freight employers are concerned about the fallout from union democracy.

The July 4 *Transport Topics* reports the Justice Department's RICO suit and the remedy of a direct election might impact the next round of negotiations: "Changes in the top leadership of the union might result in the new Teamster officers who have a different agenda and negotiating strategy. Direct elections also could increase pressure on negotiators to avoid doing anything that might be described as concessions by opponents within the union."

The employers also fear a possible change in the two-thirds rule. *Transport Topics* continues, "The last NMFA was overwhelmingly rejected by the Teamsters trucking membership. But because the votes for rejecting the contract fell a few percentage points below the two-thirds ... the Teamster leadership declared the NMFA ratified. ... If Justice or newly elected union leaders succeed in changing the Teamsters' constitution, it could become easier for the membership to reject a proposed agreement."

Freight employers want things just as they are. They know democracy increases the union's strength and encourages a tougher union stance. That's enough reason for Teamsters everywhere to demand change.

The Big Keep Getting Bigger.

Commercial Carrier Journal has released its yearly "Top 100 Companies List," based on revenue. The cover story, subtitled, "Big Boys Crying Dereg Blues ... All The Way to The Bank," seems pretty relevant. A few examples: Yellow Freight had revenue of \$1.7 billion and profits of \$73.2 million; Roadway Express, revenue of \$1.6 billion and profit of \$86.5 million; and CF, revenue of \$1.5 billion and profit of \$76.7 million.

If you include UPS, the four carriers had 40% of the top 100's revenue and 48% of the profits. The top 10 are: UPS, Yellow, Roadway, CF, North American Van Lines, PIE, Overnite, ABF, Carolina and United Van Lines. The next 10 carriers are: ANR, Allied Van Lines, American Freight, Transcon, Preston, Mayflower Transit, J.B. Hunt, Anchor Motor Freight, St. Johnsbury and Central Transport.

TDU members can receive a complete financial report by mailing a request to our national office. Others please enclose \$2 for the report.

Akron Local's Contract Endorsement Fizzles.

John Mozena, president of Akron Local 24, must have spent a few months on Mars. That's how close he was in gauging the mood of the membership on the recent NMFA vote. Immediately after the balloting materials reached the membership, a post card urging them to vote for the agreement arrived in each freight member's mailbox. The campaign had negligible effect as the Local 24 membership rejected the contract 877-311, a 72% margin. Some Akron members are hoping Brother Mozena's campaigning will be as effective in the next local election.

Employers Jump on Article 6 Bandwagon

International Creates Farce Out of NMFA

As predicted, a slew of carriers are negotiating Article 6 deals, defeating the purpose of the National Master Freight Agreement, which is to take labor costs out of competition. Now we have carriers with significant wage differentials creating a division in the union that may take years to patch up.

Since the NMFA ratification vote, an agreement has been reached with the MCLAC carriers on monetary items; however, discussions continue over non-monetary issues. The IBT has stated that MCLAC employees will not get the opportunity to vote again, as the non-monetary items are only "slightly" different. TDU attorneys are continuing to watch over this situation in conjunction with the NMFA lawsuit.

On the West Coast, DiSalvo, Sterling and Peters—California carriers—are in the process of getting Article 6 deals. At Sterling, the membership ratified the giveback under Article 6 by one vote. It contained a 13% reduction along with a 47-cent concession given in a previous contract.

To add insult to injury, IBT General Secretary-Treasurer Weldon Mathis has informed local unions that the many thousands of Teamsters giving wage concessions under Article 6 must still pay dues based on 100% NMFA wages (see story this page).

Article 6 Deals So Far

Several companies have already ratified Article 6 agreements, including Transcon, Advance, OK Trucking and DiSalvo. Advance and DiSalvo both showed profits for 1987 with operating ratios of 97. The ratification votes for the above carriers were well over the 75% required in the Article 6 language.

While having similarities, the agree-

ments also have slight differences that could make a difference in the future. The wage reductions, for example: Transcon agreed to 15% off the 1985-88 scale, making the cut actually 17%, in violation of Article 6; DiSalvo and

If Article 6 is part of the 1988-91 NMFA, why is our union allowing employers to take Article 6 votes before they've signed the NMFA?

OK Trucking agreed to 15% reductions. Advance got 12%.

An "equality of sacrifice" clause is in the OK Trucking and Advance agreements, tying management wages to the wage reduction. Transcon and DiSalvo did not agree to the clause.

Perhaps the most advantageous clauses in these agreements for the union are those that prohibit the companies from establishing non-union LTL divisions. If the companies buy a non-union LTL carrier, the union has the right to organize that carrier and bring it into the union upon showing a majority of union recognition cards. This was not agreed to at DiSalvo. Why wasn't this clause put into the master agreement? It would have effectively prevented Roadway, for example, from double-breasting through its recent purchase of non-union Viking (see story page 10).

The so-called profit-sharing plans are all alike in that the prospect for recouping lost wages is about as likely as a blizzard in Miami.

Ongoing Negotiations

Many companies are still trying to jump on the bandwagon, most notably PIE, ANR and Jones Truck Lines. All negotiations are on hold until Aug. 8. PIE posted a notice claiming an agreement had been reached July 22. Actually, it was a tentative agreement, but the union subsequently killed that deal.

PIE and Jones have refused to pay the new pension and H&W contribution rates. Thus, benefits have been cut to lower levels. For example, Central States has cut H&W from the top C-6 to the C-4 level and pension benefits to well below those previously announced. Any contract must now include retroactive contributions to April 1 to protect those who have received H&W benefits and those who have retired "in between" contracts.

ANR's psychological warfare and out-and-out efforts to bust the union continue. Management has been on tour to give the hard sell and state they will not sign the "TMI agreement." William Breeze, vice president of human relations, held an emergency meeting at the Salt Lake City terminal after 70% of the workers signed a petition in favor of the NMFA. The petitions are circulating systemwide.

ANR is paying the new benefit contributions, as it says, "out of the goodness of our hearts." When asked what the workers had received for the 12% wage cut already given, Breeze replied, "Your job and your H&W." He noted 60% of the employees are in the current profit-sharing plan and added, "Some people are givers and some takers."

It is unclear who fits that description. These same good hearts threaten

to close the doors because, "We're more valuable to Coastal (ANR's parent) dead than alive." ANR management says they need a raise, yet will be looking to get a 75% yes vote on an Article 6 deal to impose the 12% wage cut on all 6,000 workers and satisfy Coastal's hunger for more concessions.

What Now?

What if an Article 6 deal is turned down? The IBT considers Article 6 votes hybrid votes. If 75% approve, workers get Article 6 and an "NMFA" contract. But if less than 75% approve, is the new NMFA then in effect without any "profit sharing?" IBT officials refuse to say and leave members to wonder. If Article 6 is part of the 1988-91 NMFA, why is our union allowing employers to take Article 6 votes before they've signed the NMFA?

Article 6 is inspiring even more carriers. ABF, a profitable corporation, is sending consultants out to test the waters. American Freight and Preston may be considering Article 6 deals. Isn't it just a matter of time before all want in on the deal?

The union has responded to the problem in the East at Holmes Transportation. Holmes applied for Article 6 relief with a proposed 10% wage cut. The union took the proposal and presented it to the membership. After discussion in the locals involved, a straw poll was taken and 75% rejected the deal. This placed the union in a stronger negotiating position and may have headed off concessions. Under these deteriorating circumstances, that may be the best way to deal with Article 6. We'll see.

15% Pay Cuts, But 100% Dues

IBT General Secretary-Treasurer Weldon Mathis has informed local unions that the many thousands of Teamsters coming under the Article 6 wage-concession clause of the NMFA still must pay dues based on 100% NMFA wages. Members at OK Trucking, Transcon, Advance, DiSalvo, Sterling and a growing list of carriers have a top wage rate of 83%-88% of union scale, depending on which corporation they work for.

The IBT Constitution calls for dues of two times the hourly pay rate, unless changed by secret ballot membership

vote. Yet Mathis is claiming this dues policy is justified because these are "profit sharing" deals under Article 6 of the NMFA, which he imposed on the membership despite the 64% NO. His "logic" is that Teamsters under these plans will recoup the wage cut through the profit shares. Although the amount of excess dues is only about \$30 a year, it adds insult to injury for thousands of Teamsters who oppose the concessionary agreements.

It remains to be seen if some locals will reduce the dues appropriately for the affected members.

Local 404

CF Overhead Drivers Grieve Mileage Rate Paid at Chicopee

Some 115 overhead drivers at the Consolidated Freightways breakbulk in Chicopee, Mass., have filed a grievance protesting their mileage rate of pay. Since the terminal opened in July 1982, the road operation has been an overhead operation working exclusively under the provision of Article 61 of the New England Supplement.

As of April 1, 1987, that rate of pay for double-bottom units was 38.69 cents per mile. The National Master Freight Agreement, negotiated retroactive to April 1, 1988, provides for an increase of 0.875 cents per mile, which means the drivers should be paid 39.565 cents per mile.

Instead, CF is paying overhead drivers under Article 56, which "red circles" employees at the 100% rate before April 1, 1988, and freezes their rate, depriving them of the contractual increases. In addition, employees who reach 100% after April 1, 1988, are receiving an even lower rate. Article 56 applies only to line haul drivers, not to overhead drivers.

TDU member and shop steward Ron Easton discovered the discrepan-

cy and filed a grievance on behalf of all the overhead drivers. The difference in pay could amount to thousands of dollars for each driver. The grievance may be heard by the Joint Area Committee or the National Grievance Committee. Local 404 officials have not determined where they will submit the grievance.

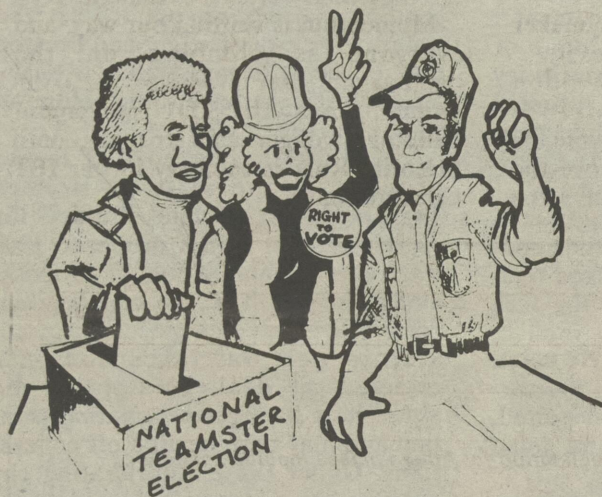


How Members' Right to Vote Will Work

The 1985 TDU Rank & File Convention set a very big goal for the rank and file: winning the Right to Vote for our International union officers. It seemed the impossible dream. Today that vision is coming closer to reality. After losing the presidency to William McCarthy, Weldon Mathis publicly endorsed three key planks in TDU's program! Our work is paying off, the tide is turning our way. It's time to step up the campaign and score that victory for the members and for the future of our union.

The Background

The pressure on our top officials is no accident. The rank and file are making it happen. In 1986, 100,000 Teamsters petitioned for the Right to Vote and 100 local union officers and delegates to the 1986 IBT Convention signed an open letter backing it. TDU investigations that year revealed 15 top-ranking Department of Labor officials agreed with TDU that the present Teamster system of ex officio delegates is illegal (90% of the delegates at the IBT Conventions are full-time officials who attend automatically). So did the President's Commission on Organized Crime. Because former Secretary of Labor William Brock continued to cover up for the IBT leadership despite what his expert advisors said, TDU sued him in an effort to have his opinion discredited.



Meanwhile the rank and file moved on other fronts and rejected by at least a majority almost every national contract. The overwhelming rejection of the 1988 NMFA — now in court, after TDUers sued — was the last straw for many members. Carhaulers rejected their contract by 72% July 26. TDU's growth is at an all-time high!

Mathis: 'The Reformer'

The credibility of the Presser-Mathis leadership hit rock bottom, and by July 15, Weldon Mathis lost the power struggle to McCarthy. In part, this reflects power brokering by rival cliques of millionaires, but Mathis, the "insider," was pushed out by the growing rank-and-file surge. A new face was needed.

Now the pressure is such that both cliques are endorsing parts of TDU's program! Mathis, after losing to McCarthy, stated he favors amending the IBT Constitution to provide for an ethics committee headed by outside persons, Majority Rule on all contracts and the right to a secret ballot election of all delegates just prior to the IBT Convention.

These are taken straight from the eight major proposals made by TDU reformers at the 1986 IBT Convention! Mathis was a member of the constitution committee and presented its report that killed reforms at the 1981 and '86 conventions. Now he tells us if only he'd been appointed General President, he would have promoted reforms. (See story page 7.)

TDUers prepared 18 months in advance for the Justice Department's RICO suit, which charges that the IBT is racketeer-influenced and demands "free and fair elections." TDU immediately announced plans to intervene in the case in favor of winning the Right to Vote, and firmly against any government trusteeship. Our position gained broad public support and was endorsed in editorial statements, from Los Angeles to Detroit to New York.

The snowball is growing, and the time is now to

press full-speed ahead with the Right to Vote movement. It is also time to consider in more detail just what the Right to Vote will mean for our union.

What it Will Mean

The Right to Vote is one of our primary goals, but this movement is about more than that. The Right to Vote is the best way to open up our union to the members. It is about turning our union around by:

- **Involving the members.** Union meetings would grow in size and become centers of discussion and debate over union policy.

- **Organizing the unorganized.** Not spending millions on jets and parties for millionaire officials, while our IBT organizing department has just six organizers. It means building a qualified staff of 200 energetic, committed organizers to train and work with members and volunteer organizers in every area.

- **Coordinating bargaining** and corporate campaigns to take on employers like Fleming Foods. California Teamsters are now on the picket line fighting back, but this is a corporation, with Teamster warehouse workers and drivers nationwide.

- **Developing new leadership** based on commitment, not on personal greed, wealth and nepotism. Leaders who stand shoulder to shoulder against the employer and with the rank and file. Leaders who if they ever go to jail, will go for picket line action, not pocket-lining activities.

- **Ridding our union of corrupt influences**, and retaking the name *Teamster* as a source of great pride. Officers who have abused our trust will not be officers ever again.

This will not be won overnight. Some have said that with their great wealth, connections and incumbency, the present leaders would win an election. Perhaps they would, though we doubt it. With the regional elections for vice president, many of them would not. Who can imagine Ohio Teamsters voting for Harold Friedman! Some diversity would occur immediately, right at the highest levels of our union leadership.

Even more important, the present leaders will be in a whole new ballgame if they do win an election. They will have to be responsive to the members, provided there is a healthy and lively opposition and an active rank and file. It may take a few elections to make these changes. It would be silly to expect a complete change overnight. But the Right to Vote is the

catalyst for this change.

The Role of TDU

The TDU movement is the driving force. Without TDU, members would have been angry about recent contracts, but who would have organized the opposition? Without TDU, members would dream of the Right to Vote, but who would organize the struggle for it? Without TDU, Teamsters would be upset at their loss of rights, but who would be in court to win those rights? Without TDU, there would be power struggles and power grabs by the big shots, but who would pressure them to embrace our reform goals and demands?

It is only a growing, stronger TDU that will win the

Our union and the labor movement as a whole are strongest when the rank and file are most active, when there are debates and lively opposition movements. Who won the Watsonville, Calif., strike of 1,000 Teamsters? Not a few big shots, but an organized rank-and-file struggle.

Right to Vote, as outlined here. And just as important, when we do win the Right to Vote, we need TDU all the more. All the rights in the world mean little if we don't organize to make them real. One member cannot challenge the incumbent officials. Only organized rank-and-file networks, linking together, can do it.

Our union and the labor movement as a whole are strongest when the rank and file are most active, when there are debates and lively opposition movements. Who won the Watsonville, Calif., strike of 1,000 Teamsters? Not a few big shots, but an organized rank-and-file struggle. During the building of the NMFA a generation ago, were rank-and-file Teamsters passive? No, they were active fighters in insurgent movements and took on Teamster General President Dan Tobin, who resisted organizing a master freight contract.

TDU carries on the best traditions of our union, the spirit that built it. That spirit is about the future, and our future begins when we win the Right to Vote. Join TDU today to help make it happen.

Right to Vote at Center of Reforms

Article IV, Section 2 of the IBT Constitution outlines how the 18 International officers are chosen. This article must be amended, and may be changed by court order to provide for one-member-one-vote. This is the single most important reform we can win. Detailed language has been prepared and can be inserted into Article IV, providing for:

1. One-member-one-vote by all 1.6 million members, voting in secret ballot elections, impartially supervised, for General President and General Secretary-Treasurer.

2. A similar vote for the 16 IBT vice presidents, one each in 16 districts, each with approximately 100,000 members. For example, Canada would be one district, as would Ohio, New York City, New England, Northern California and so on, 16 such regions in all. This would allow for diversity on our Executive Board, and allow, for example, local officers to run in a reasonably sized district. Thus, each member would vote for one regional vice president as well as the two principal officers.

3. Nominations would be conducted three months before the election. A petition showing significant rank-and-file support would be required to get on the ballot, thus preventing a long list of names. A run-off would be held to ensure majority support for those elected, if more than two candidates are on the ballot.

4. The entire nomination and election procedure would be overseen by an outside, impartial

monitoring agency. Candidates would have the right to designate their own observers.

5. All bona fide candidates would be given access, on an equal basis, to special editions of the *International Teamster* and regional union publications. This would enable candidates to have their platform presented to members before they voted, without needing huge sums of money to do so. Each local union would hold a candidates' forum, where the candidates or designated representatives may present their views and be questioned by all members.

6. Elections would be held every three years, allowing a relatively long term for International officers, yet shorter than the current five-year span between conventions, which is totally out of line with a democratic labor movement.

7. IBT Conventions would also be held every three years. No longer would they be big parties at the members' expense, with the president carried in on a sedan chair. Instead, they would be working bodies. They would take up bargaining strategy, employer tactics, organizing campaigns and more. All delegates would be elected 90 days prior to the convention in each local union. Further changes in the constitution will be necessary, as well, to provide Majority Rule on contracts, elected bargaining councils and further measures to strengthen our union. The Right to Vote is the centerpiece of a broader change in our union to aggressive, democratic, solidarity unionism.



Join Us in Atlanta!

Members of the Atlanta TDU Chapter say, "Come see us at the Rank & File Convention!" They are working hard to make this a successful and enjoyable convention. Teamsters from across North America will be assembling to affirm rank-and-file power and chart TDU's course for 1989. Jurisdictional meetings in freight, carhaul, grocery and warehousing, and UPS; workshops on Leadership, Legal Rights, the Grievance Procedure, Pensions, Labor History, Local Union Strategies and other topics; general sessions concerning the business of our reform movement; and evening dinner programs and guest speakers assure a weekend packed full of opportunities to teach and learn, speak and listen, work and have fun—and broaden our reform movement by bringing Teamsters together in the spirit of unionism. Register now. Or call the TDU national office for more information. See you there!

Mathis Backs Reforms!

Weldon Mathis and seven other International officials are now on record favoring reform of the Teamsters union, in a dramatic turn of events. At the July 15 General Executive Board meeting where William McCarthy was chosen in a 9-8 vote, the eight announced support for three major reforms: an Ethical Practices Committee, the direct election of IBT Convention delegates and an end to the two-thirds rule.

"This rule simply has to be changed," Mathis stated in *Business Week*, Aug. 1. He went on to explain the need for an Ethical Practices Committee, and one International vice president echoed TDU when he told the magazine, "If there's a lesson to be learned here, it's that we need secret-ballot elections, not a Russian-style old guard running the show."

The Mathis group attacked McCarthy for being a tool of Joseph Trerotola of New York, who they claim has racketeer links. "They were afraid that the reforms would have put some of those with 'colorful careers' at risk if they had to face members in a free vote," said one International vice president. Hearing these words from GEB members is a major surprise (see page 3 for Mathis supporters).

Michael Riley, Robert Holmes and Mathis have referred to themselves to the media as "reformers." Each has denounced all reforms in the past and attacked TDU for proposing them. Some of them have "colorful careers" of their own. Mathis is being investigated by the Department of Labor for rigging the election in Local 728. Maurice Schurr got out of prison last year after a conviction for taking employer payoffs. Holmes has used violent goon squads in Detroit, and Ed Lawson has his own bag of tricks.

Pressure from the rank and file on the one hand and the government's racketeering suit on the other has caused a major shake-up and split at the top of the union. Although TDU, and presumably everyone else, will question the sincerity of the sudden turnaround, it is an excellent development when eight members of the GEB endorse big parts of the TDU program.

"This proves TDU is gaining ground and that our goals can be won, if we keep growing, keep pushing and don't back off," commented TDU Steering Committee member Diana Kilmury of Vancouver, B.C. "When I, as a delegate to the IBT Convention, first proposed the Ethical Practices Committee, Ed Lawson took the floor to at-

tack TDU viciously. Now he and others are apparently claiming they back the same idea. Unbelievable."

This group of "reformers" is hoping to bargain with the Department of Justice, offering some reforms in exchange for not being ousted. In this scenario, the government would seek removal of some top officials, but leave the Mathis group in power. TDU will continue to argue these reforms are welcome, but one-member-one-vote is the key to restoring rank-and-file control and protecting those reforms.

Copies of the *Business Week* article are available from the TDU national office.

Majority Rule on Winning Track

The TDU campaign for Majority Rule on all contract votes is on the winning track, thanks to hundreds of thousands of Teamsters rejecting major contracts negotiated by the top leadership. Majority Rule is now so popular:

• General President William McCarthy says he favors a change in the rule at the next IBT Convention (*Boston Globe*, July 20)

• VP Joe Trerotola, the kingmaker behind McCarthy, now endorses it.

• Secretary-Treasurer Weldon Mathis now says about the NMFA he imposed despite the 64% No vote, "I had no choice, I had to approve the damn thing. This rule simply has to be

changed." (*Business Week*, Aug. 1)

When delegates Sam Fenn of Local 63, Doug Allan of Local 208 and George Valery of Local 170 took the floor at the 1986 IBT Convention to introduce an amendment for Majority Rule, these big-shot millionaires were quick to shoot it down. But now they've "seen the light" after years of struggle and in the face of a growing rank-and-file rebellion. Better late than never.

Momentum is shifting our way, and everyone is climbing on the bandwagon. Our job is to keep the momentum of the TDU movement building stronger and stronger, until Majority Rule is securely in our IBT Constitution.

**R
E
G
I
S
T
E
R

E
A
R
L
Y**

REGISTER NOW... SAVE \$10!

Postmark your registration no later than October 5 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals, and Saturday banquet and entertainment (cash bar extra). Additional charge for Friday registration.

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$55 per night (tax included) either single or double. If sharing cost of room, please indicate other party.

CHILDCARE

Must be reserved in advance. Cost covers all meals and outings. Please give name(s) and age(s).

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy-Dispatch*.

DISCOUNTS

For early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount. Discount does not apply to Friday only registration.

MAKE FLIGHT RESERVATIONS EARLY!

For the best fares reserve in advance. Call the TDU Office for more information. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Name _____ Local _____
Address _____
City _____ State _____ Zip _____
Phone () _____ Co. _____
(if registering for others please include same info.)

		# of People	
Sat. & Sun.	\$89 ×	_____	= _____
Sat. Only	\$59 ×	_____	= _____
Sun. Only	\$39 ×	_____	= _____
Fri. reg.	\$30 ×	_____	= _____
Total Registration Cost			= _____

_____ Single room
_____ Double room (with _____)
_____ Fri. _____ Sat. _____ Sun. _____
of nights _____ × \$55 = **Housing Cost** = _____

		# of Children	
Sat. & Sun.	\$30 ×	_____	= _____
Sat. Only	\$20 ×	_____	= _____
Sun. Only	\$15 ×	_____	= _____
Childcare Cost			= _____

_____ \$30 — one year membership
_____ \$75 — three year membership
_____ \$15 — spouses, retirees and Teamsters grossing less than \$12,000 per year

Membership Cost = _____

TOTAL COSTS = _____

_____ \$10 if postmarked by Oct. 5 (\$5 one day)
_____ \$10 travel over 500 miles one way
_____ \$20 travel over 800 miles one way

Total Discount = _____

Costs minus discounts = _____

Amount enclosed = _____

Balance due = _____

Knoxville Local 519

Drivers Alert Public To Doubles Policy

Knoxville Local 519 feeder drivers have alerted the Tennessee public of UPS' dangerous policy requiring drivers of double trailers to drive 65 mph where posted.

In an article published July 27 in the *News-Sentinel*, Local 519 Vice President and UPS driver Henry Pickett told a reporter 100 of 135 feeder drivers in the district are against the policy, which they feel is motivated by profit. Pickett said at 65 mph the driver has no control over the rear trailer. Drivers also said most tractors are 15-20 years old.

UPS spokesman Ken Sternad denied the safety problem and said UPS policy is that drivers are to drive at posted speed limits under normal weather conditions. Sternad said UPS has stepped up efforts to enforce the policy through letters and "conferences with drivers."

Drivers in Tennessee, Kentucky, Georgia and other areas are receiving letters reprimanding them and threatening further disciplinary action up to and including discharge.

"If you don't feel comfortable driving at 65 mph, you shouldn't have to

drive it," said a driver who broke his left leg and sent a family of four to the hospital when he lost control of his trailer in an accident April 16. "The driver knows the capacity of the truck and how fast he's comfortable going. They (UPS) don't understand that."

The driver said he was repeatedly instructed to drive 70 mph by a supervisor who said the speedometer of the truck was off by 5 mph. The driver was discharged April 28 and reinstated after a 10-day suspension, but has not been back to work because of his leg. A UPS official ruled the accident "avoidable." We all agree on that!

Local 519 has issued forms for drivers to sign stating they think the policy is dangerous; a second paragraph requests the company to verify its policy is that drivers must drive the posted speed limit of 65 mph whenever possible. Drivers have informed us that management refuses to sign the forms.

Local 519 drivers are working on a petition they intend to present to public officials and are getting their families involved in this important campaign.

Heat in Package Cars Threatens Drivers' Health

Kate Biazio
Wife of Local 104 member
Kingman, Ariz.

This summer's soaring temperatures across the United States have focused public and media attention on the "greenhouse effect." While there is increasing concern for how the average person will survive record heat this summer, let's look at the deplorable working conditions UPS package car drivers must endure in the Southwest and other states.

Temperatures as high as 160 degrees have been recorded by drivers inside package cars in such hot spots as Las Vegas, Phoenix and Bullhead City, Ariz. Drivers are forced to wear dark brown uniforms of 65% polyester, long pants, drive dark brown vehicles that absorb heat, and run scratch time, sometimes foregoing breaks and lunch. In Bullhead City, summer temperatures average between 110 and 120 degrees in the shade.

At such high temperatures, one's body becomes extremely susceptible to heat stroke, depending on age, physical condition, fluid intake, etc. Heat stroke occurs when the brain stops functioning and the body cannot cool itself any longer by sweating. The fatality rate is about 50%. Unfortunately, requests for lighter clothing and air-conditioned package cars have fallen on deaf ears. How easy it is for managers to sit in their air conditioned offices and send people to work in intolerable conditions.

When the Arizona office of OSHA was contacted, an agent admitted these conditions are potentially very dangerous but no standard exists to en-

force temperature conditions in the workplace. She emphasized that documentation, pressure on the union and management, and public attention are what will bring about change.

Drivers in Arizona and elsewhere want UPS to meet minimum demands:

- Front and overhead vents shall be provided in every new package car. Older models shall be retrofitted.
- Fans shall be installed in the front and rear of all package cars.
- Lighter-colored uniforms of 100% cotton shall be provided in the summer.

• Drivers shall have the option of selecting short pants, as worn by mail carriers.

• UPS shall abide by Articles 17 and 37 of the master agreement and supplemental language on break and meal periods. The contract recognizes paid-for time and a fair day's work for a fair day's pay, not production standards that force drivers to skip their contractual breaks.

A corporation with after-tax profits of \$784 million should have no excuse for not complying with these demands for humanitarian treatment. Our union should see to it.

**Attend National
UPS Meetings at
TDU Rank & File
Convention**

See page 7 to register



I'll Be in Atlanta

I'm going to the TDU Rank & File Convention because it's an example of all the good things, all the spirit and all the hope in my union. Last year's convention was the most fulfilling time I've spent as a Teamster and this year's convention promises to be even better. During this most important time in our union's history, it's TDU and the men and women at this convention who will be planning for the future of our union. See you there.

Jack Mallaghan Jr.
Local 174, UPS
Seattle

UPS and Downs

Local 804 Wins Arbitration on Article 40.

An arbitrator June 7 ruled in favor of package car drivers who worked the day after Thanksgiving last year and claimed they were shorted pay. On Nov. 27, work was performed by drivers at some centers, including the Yonkers and New Rochelle centers of the Mount Vernon facility, under Article 40, Section 4(b) of the Air Operation. Drivers were given earlier start times that morning, sorted air packages, put them on package cars and made deliveries. UPS paid the drivers straight time plus their holiday pay, arguing the language in Article 40.4(b) superseded language elsewhere in the contract on changes in start times. But the drivers and the union argued they should have been paid premium pay for those hours prior to their usual start times. The arbitrator agreed, awarding the drivers "double their straight time rate for such hours," in addition to holiday pay and the pay for hours worked (or guaranteed). But the drivers have not yet received their back pay.

Orlando Drivers Grieve 'Competition.'

Orlando feeder drivers report they've lost 10 feeder positions since January. UPS claims volume is down, but workers say, if anything, volume is up. One problem is Article 26, "Competition," which allows UPS to use substitute transportation "in order to meet that competition and thereby protect and, if possible, increase the number of bargaining unit jobs," as long as "no driver in the employ of the Employer, as of August 1, 1987, will be laid off as a result of T.O.F.C." Parcels tendered "to the railroad and moved by T.O.F.C. will not subsequently be moved by the railroad, on the ground, to its subsequent destination." In exceptions caused by emergency or service commitment, "every effort will be made to use UPS employees."

But drivers report rail loads were pulled out of Atlanta to Orlando by non-union brokers when Orlando UPS drivers were available to meet Atlanta drivers. Drivers have filed a group grievance with Local 385 claiming, per Article 26, this abuse is subject to review by the National Committee.

Dear John Letter.

A Denver suburban driver June 16 foiled the getaway of armed robbers by blocking their exit down an alley and pushing their Cadillac against a fence with his package car. But news reports that the driver's supervisor "cursed Swartz in front of police and threatened to take away his good-driving record ..." warranted a quick response from UPS Chairman and CEO John W. Rogers, 12 days later.

Said Rogers in a June 28 memo: "On Friday, June 24, UPS District Manager John Anderson and U.S. Congressman Dan Schaefer presented Tom Swartz with a public service award. ... The initial news account ... is an unfortunate example of how a poorly researched story can gain national prominence and create misinformation."

We're glad Brother Swartz is off the hook.

Talk About 'Misinformation' ...

Ask Eddie Macagba. The night after the very day CEO Rogers was issuing his "correct" account of the Denver incident and stating, "We go to great lengths to treat our people fairly ...," Eddie was working as a yard shifter at the Oakland, Calif., hub. Meanwhile, his wife was attempting to reach him because their son had been rushed to the hospital for treatment of an allergic reaction from an insect bite. Feeder supervisor Mike Bowden answered the call, but didn't pass on the message. He told another supervisor the yard was too busy to let Eddie go. Only hours later, after another call from his wife, this one received by another supervisor, did Eddie find out about his son's condition. Bowden later denied receiving the first call. Grievances are being filed through Local 70 and a letter was sent to CEO John Rogers and other corporate officials. Oakland workers want to know what's the excuse here and what is company policy? So far they've received no comment.

Central States Funds Battle Goes On

Fund Cuts Benefits As 30,000 Petition for Upgrade

Petitions bearing the names of over 30,000 Teamsters from across the Central States, Southeast and Southwest regions were submitted July 29 to the Central States Pension Fund, demanding major improvements. The letter below accompanied those petitions and requested a meeting with the trustees of the Fund to discuss these issues.

Similar letters, accompanied by copies of representative petitions, have been sent to IBT General President William McCarthy and key political leaders to request their help in this matter. Legal action is being considered on the re-employment rule, which robs retirees of their rightful benefits.

The employer and union trustees

have stabbed the members in the back by announcing a new policy, starting in October, of charging all retirees \$50 a month for medical coverage, which was previously provided free by the H&W Fund. This cut gives the employers and union officials a ready way to cut benefits again and again, simply by saying, "Sorry, medical costs went up again." The experience of Teamsters in the Western Conference proves this point.

"We want the new Teamster president to investigate this whole matter," says Columbus CF Teamster Eulene Peters, who helped gather over 3,000 signatures as part of a committee in Columbus. Thanks go to all those who have joined the movement, which is only beginning. It will not end until the reasonable demands of the members are met and the employer and union trustees begin to listen to the rightful owners of the Fund.

Teamsters for a Democratic Union

Box 10128, Detroit, MI 48210 (313) 842-2600



Co-Chairs

Pete Camarata
Local 299
Joe Day
Local 170
Diana Kilmury
Local 213
Michael Sawvior
Local 41

Organizer

Ken Paff
Local 407

Trustees

Sarah Bequette
Local 600 spouse
Mike Friedman
Local 407
Tom Pizzuto
Local 863

Committee Members

John Braxton
Local 623
Dan Campbell
Local 486
Sam Fern
Local 63
Doak Jones
Local 70
Doug Mims
Local 728
Michael Ruscigno
Local 138
Gail Sullivan
Local 278

Alternates

Don Landis
Local 773
Scott Askey
Local 63
J. Anthony Smith
Local 639

Ronald Kubalanza, Director
Central States, Southeast and Southwest Areas Pension Fund
8550 W. Bryn Mawr Ave
Chicago IL 60631

July 29, 1988

Dear Mr. Kubalanza,

I am a longtime participant in the Central States Pension Fund. I write to you on behalf of 30,000 Central States participants who have signed the enclosed petitions. It would be fair to conclude that the signers of this petition represent a broad cross-section and a big majority of all Central States participants.

The petition asks for three changes: 1) A minimum of \$2,000/month for 30-and-out at any age, and \$1,500/month for 25-and-out at any age; 2) An end to the discriminatory "re-employment" rule that sentences us to poverty in exchange for receiving a pension that we have earned; and, 3) A cost-of-living adjustment to increase pensions annually by the same percentage as the inflation rate determined by the Bureau of Labor Statistics.

Most Teamsters work in strenuous, and at times dangerous, occupations, often working long and irregular hours. We deeply resent the structure of the benefits which Central States has announced this year, based on the idea of "work till you die."

We are concerned about the overly strict re-employment rules. They do not benefit Central States participants. The pension plans which cover our union officers have no such restrictive rules. We intend to take any action necessary to redress this injustice.

We are concerned about the decision of the Central States Health and Welfare Plan, which has the same director and trustees as the pension plan, to impose a \$50 monthly charge on retirees. It is obvious that once such charges are imposed, they will be subject to increases, justified by increasing health care costs.

Mr. Kubalanza, we ask to meet with you and the Central States trustees at the earliest possible date. We will assemble a delegation of participants from various areas and viewpoints. I expect to hear from you within ten days. Thank you for your consideration and cooperation.

Sincerely,

Pete Camarata

Pete Camarata

Wives Up Front

Eager to Help Improve Union

Sandie Boyd

Local 480, Joelton, Tenn.

The uproar over the new freight contract has not died down in Nashville. I am writing because I would like to do something to help correct problems within Local 480 even though I am not a Teamster.

My husband, Don, has taken signatures on petitions calling for a 30-and-out pension at any age, as well as petitions for revising the three-hour call block recently instituted by Yellow Freight. Don talked to his job steward the other day to ask him for his call-block petitions back so he could send them with a letter to Claude Layhew, his BA. The steward told Don that he and three other stewards had been in a meeting with Layhew and President Luther Watson on June 27 and he was not allowed to present Don's petitions. The steward said he was so disgusted he just left the petitions there. With that kind of representation the drivers will never be able to have their grievan-

ces heard.

Under the new pension benefits, Don will not be able to retire for another 17 years. These changes affect wives and children too. Don has worked for many years to make other drivers aware of their rights and to make the Teamsters a better organization. He would be quick to admit he doesn't have a lot of education and would also tell you I was very upset with him for letting the petitions out of his hands. We wrote up new petitions and got four pages of signatures in about an hour!

I do have an education and will do anything I can to help out. In the past I've taken a back seat because Don was a "pro." Now that it's starting to affect me, too, I am eager to help.

This is the first of a series of columns written by TDU wives. Send news or opinions you would like to express to Teamsters and their spouses to the TDU national office. We'll publish them periodically.

Grocery Bag

Rank and File Holding Firm in Fleming Strike.

The strike by Northern California Teamsters against Fleming Foods continues. Fleming, the nation's largest food wholesaler, has demanded pay cuts as well as concessions on seniority rules and subcontracting. In the words of one Fleming Teamster, "We will lose our jobs before we take the cuts."

When the Fleming strike began June 8, four Teamster locals—70, 150, 431 and 856—were working without a contract. Fleming had imposed concessions on Local 70 and was trying to do the same at Local 150. Four other Northern California locals—78, 287, 588 and 853—as well as locals from the Longshoremen's and Machinists' unions, have honored the picket lines.

The strike is nearly two months old. Scabs have made numerous efforts to provoke picketers into throwing punches, while security guards and police are watching. But the rank and file have not become demoralized or lost the determination to win. "They're doing real good for being out this long," said one Safeway TDUer in the area. Strikers, sometimes working in large groups, have distributed leaflets at the stores Fleming services, asking customers to boycott these stores while the strike is on. The leafletting has "definitely helped out," according to one striker.

Northern California Teamster grocery contracts are among the best in the country. Teamsters from Lucky and Safeway, the other major grocery employers in the area, recognize the union's survival is at stake in this strike. Lucky and Safeway Teamsters have joined Fleming workers on the picket line, and helped with leafletting.

While rank-and-file solidarity has kept the strike going strong, there are encouraging signs that Teamster locals in other parts of the country will join the strike if Fleming continues its hard line. For five weeks after the strike began, Fleming refused to bargain. When union negotiators threatened to extend the picket lines to other areas of the country, the company came right back to the table. "The Midwest and the East Coast are lined up to go down," said one striker. If coordinated national action can be used successfully in this strike, our union could apply the same tactics to other situations, such as the Kroger national contract that is being negotiated this year. As *Convoy Dispatch* went to press, union and company negotiators were still in session, with no decision reached on whether to extend the strike nationally.

Fleming is hurting; earnings per share for the three months ending July 9 were down by 14%. The company has tried to run a scab operation during the strike, and was able to pick up some of Safeway's business after a Safeway warehouse burned down (see story below). The Teamsters involved know what is at stake and won't be scared back to work. One Safeway Teamster who has supported the strike put it this way: "If it falls here, it's really going to have repercussions."

Fire Hits Safeway Warehouse.

A fire July 11 destroyed Safeway's 560,000-square-foot dry-goods warehouse in Richmond, Calif. No one was hurt, but two weeks' worth of supplies were lost, and \$30 million of damage was done to the facility. The disaster occurred as Northern California Safeway Teamsters were working without a contract, anticipating the results of the Fleming strike.

Safeway was fully insured. The picture may not be so bright for over 600 drivers and warehouse workers at Richmond. Safeway hasn't committed itself to rebuilding the warehouse. One bad sign is they have permanently laid off some of the Richmond management. At press time, Safeway had not spoken with union officials about short-term assistance to the laid-off Teamsters. With no contract in place, the company will likely demand concessions before agreeing to rebuild the warehouse. It may take all the pressure the union can create, on both the local and International level, to get Safeway to reopen the warehouse and save these 600 Teamster jobs.

For now, Safeway has contracted with Fleming's scab operation to supply 41 stores. Safeway has also leased a warehouse in Sacramento. Other Safeway warehouses from Seattle to Southern California are being used to cover the load. Richmond Safeway workers are having trouble getting work at Sacramento, which is covered by a contract with the Longshoremen's union. One Richmond worker said, "It's pretty rough right now."

Atlanta, Mira Loma

Job Security in Danger, CF Running Wild

What you see is what you get. We saw no language in the NMFA regarding extra protection against railing and brokers, and that's what members at CF are getting—no protection. The company's flagrant contract violations are exemplified by practices at two major terminals, Atlanta and Mira Loma, Calif., though conditions at many other terminals seem to be as poor.

Atlanta

During just one week in July the company railed 67 loads. During that

Local 294 Red Star Workers

Demand for Vote Kills 'Letter'

Workers under the new freight contract are only now beginning to feel the effects of the concessions negotiated and imposed by their union officials. One of these concessions, contained in Article 42 of the Upstate New York Freight Supplement, provides that laid-off employees do not have to be called for work opportunities of less than one week if they are not available for more than five work opportunities in any 30-day work period. The laid-off employee can avoid this penalty if he gives written notice that he is not available for work of less than one week. He may also cancel this notice.

Red Star at Glenmont, N.Y., was not satisfied with this giveback, and immediately attempted to impose even greater restrictions for laid-off employees. A "Letter of Agreement," dated June 10, was posted on the bulletin board and put into effect. The Letter ended with blank signature lines for Ron Morin, district manager, and Chuck Bentley, Local 294 BA.

The Letter changes the supplemental language by adding that laid-off employees must accept at least one work opportunity within a 24-hour period and that a notice from an employee that he is not available for work of a day-to-day nature must be for a duration of at least one week.

Red Star uses laid-off employees to excess. A dozen drivers are kept in the

week 40% of the extra board sat home for four days. Bid drivers were delayed throughout the week and there was significant tampering with the dispatch. Over 200 grievances were filed during a two-week period. The loss of freight has been so significant, the company posted a notice that the bottom 15% of the extra board would be allowed to run city shuttle runs.

CF's response has been incredible. Terminal Manager Bill Tilton stated, "We've got to be able to pig our freight to Jacksonville. We just can't afford to move it by line haul." A large portion

of the freight being pigged to Jacksonville involves a contract with WalMart stores. WalMart has its own private fleet, but apparently CF can do the job cheaper in conjunction with the rails.

After meeting with TDU staff, most of the laid-off employees wrote a letter to Bentley demanding that the affected employees be allowed to vote on the amended language contained in the letter, as required by the IBT Constitution. Bentley then held a meeting with them in which he disavowed any involvement in the negotiations of any contract amendment. The Letter was immediately removed from the bulletin board and the company discontinued its implementation.

The issue has now been sent to the Joint Area Committee for an interpretation of the language originally negotiated. Questions remain about the ability of the driver to notify the employer of his unavailability for day-to-day work and about what constitutes a missed work opportunity. Red Star is taking the position that even a busy signal on the driver's phone counts as a missed work opportunity. The committee is meeting in August.

Other employees under the Upstate N.Y. Supplement are urged to call the N.Y./N.J. TDU office to report how their companies are dealing with laid-off employees.

of the freight being pigged to Jacksonville involves a contract with WalMart stores. WalMart has its own private fleet, but apparently CF can do the job cheaper in conjunction with the rails.

Drivers in Mira Loma are furious about the use of subcontractors. At least eight medium-sized "ma and pa" trucking outfits are hauling freight from the terminal "just as if they had a bid."

Sam Walton, the owner of WalMart, has a daughter who owns 49% of J.B. Hunt stock. CF must be cheaper than J.B. Hunt, too!

Owner-operators and non-union brokers are picking up the "overflow" freight in Atlanta, Jackson and Charlotte. Charlotte bid drivers are not getting out on their scheduled days, and in Orlando 20 loads are pigged on the weekend with another 20 loads during the week.

CF Teamsters are concerned about rumors of a massive change of operations involving everything east of St. Louis. The company is building two large terminals in Racine, Va., and Columbia, S.C.

Viking Purchase Challenges NMFA

Roadway Services Buys Huge Non-Union Operation in West

Roadway Services has announced a merger with Viking Freight, Inc., by purchasing all outstanding Viking stock at \$35 a share. Viking is the largest non-union trucking operation in the West, with 37 terminals in 10 states. The move makes Roadway one of the largest operators of non-union trucking in the country, adding 2,000 non-union drivers and dockworkers to its other non-union subsidiaries, Spartan and Roberts.

Roadway now joins CF with huge, growing non-union operations, while the IBT top leadership has taken little or no action on it. The recently signed NMFA did nothing to improve the situation. New IBT president William McCarthy will now be under the gun to change this do-nothing policy on double-breasting before they succeed in busting our contract and our union.

Teamster-organized carriers that compete directly with Viking include ANR, Sterling, Crescent and DiSalvo. They have been given concessions, largely with the claims of union leaders that competition from Viking justified it. The best way to help these Teamsters is to see that Roadway's newest operation comes under the NMFA.

Viking had revenues of \$186 million in 1987 and an operating profit of \$7.94 million, making it one of the largest non-union trucking corporations. It maintains an aggressive stance in com-

Mira Loma

This terminal is gaining the reputation as the worst in the system. On the weekend of July 23 and 24, over 30 pups were pigged out of Mira Loma. That doesn't include the regular trailers being railed.

Drivers in Mira Loma are furious about the use of subcontractors. At least eight medium-sized "ma and pa" trucking outfits are hauling freight from the terminal—just as if they had a bid." One of the companies, Shepard Enterprises, is run by Gene Shepard, formerly freight director of the Western Conference! Another subcontractor, Lilly Trucklines, is run by the former most-senior driver at the Rio Linda terminal. Coincidentally, George Motz, the terminal manager at Mira Loma, was formerly the TM at Rio Linda. All trucks, with the exception of one used by Lilly, are retired trucks from CF's fleet.

Grievances are piling up at the Local 63 hall and sitting there with no action. The subcontractors are running before the board is depleted. The company claims it has a decision similar to the one-for-one foreign power courtesy decision allowing the use of subcontractors on a one-for-one basis. BA Dick Klinger says the company can't do that, but no grievances have been heard on this issue.

One ma-and-pa team was documented the weekend of the 23rd and 24th. A husband and wife, each with a

continued on page 11

New TDU Hats!

Sport one of these and you're ready to go to bat for the rank and file. The union-made hats are blue with a white TDU emblem. One size fits all.

\$6.50 each;

\$5 each if ordering 5 or more

Send me _____ TDU hats

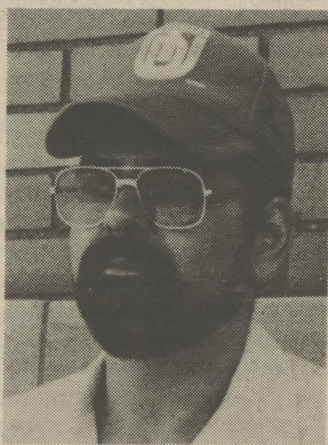
Enclosed \$ _____

VISA/Mastercard: # _____ Exp. ____/____

Name _____

Address _____

City _____ State _____ Zip _____



TDU Meets

Atlanta

Saturday, Aug. 6—7:30 p.m.
College Park Fire Dept.
Sullivan Road
College Park, Ga.

Cincinnati

Sunday, Aug. 21
Legal Rights
Time and Place TBA
Information: (313) 842-2600

Dayton/Springfield

Car haulers Meeting
Sunday, Aug. 14
Time and place TBA
Information: (718) 852-9230

Eastern Mass/Rhode Island

Workers Comp Workshop
Saturday, Sept. 17—10 a.m.
VFW Hall
88 Chilson Avenue
Mansfield, Mass.

Evergreen Chapter

Saturday, Sept. 10
10 a.m.-noon
El Centro de la Raza
Seattle

Harrisburg, Pa.

Saturday, Aug. 20
Time and Place TBA

Lancaster, Pa.

Saturday, Aug. 20
Time and Place TBA

Lorain, Ohio

Car haulers Meeting
Friday, Aug. 12
Time and place TBA
Information: (718) 852-9230

Memphis

Two meetings
Tuesday, Aug. 9
9 a.m. and 7 p.m.
Wilson World Hotel
2715 Cherry Road
Memphis

Nashville

Two meetings
Sunday, Aug. 7—1 p.m.
Special Car haulers Meeting—
3 p.m.
Days Inn Hotel
2345 Atrium Way
Nashville

Phoenix Yard Sale

Saturday, Aug. 20
6 a.m. start
3124 N. 59th Ave.
Phoenix

Scranton

Sunday, Aug. 21—1 p.m.
Holiday Inn
Tigue Street exit off I-380
Scranton, Pa.

Southeast Michigan

Car haulers Meeting
Saturday, Aug. 13
Time and place TBA
Information: (718) 852-9230

Southern Cal

Sunday, Aug. 28—10 a.m.
Guirado Park Meeting Room
5760 Pioneer Boulevard
Whittier, Calif.

Tanker Safety Activist Says:

Stick Together for a Safe Workplace

Ralph Edman

Local 92, Leaseway Transportation
Canton, Ohio

As an employee of Leaseway, I have stood on shaky ground many times and have fought the company to the best of my abilities on several occasions. My fights have been on my own to a large extent and usually around the issues of safety and questions of law. I've been fired eight times now and have gotten my job back every time because I stood up and fought back. The company has tried everything it could to get rid of me but I do my job right, keep good records and I make notes of everything that goes on. This is the very best way to protect yourself and it's the reason they can never get anything to stick.

It's been a five-year battle for safe conditions at Leaseway. I've fought on many issues, from fire codes to pretrips, from overloads to unsafe equipment. Believe me, the eight discharges come from the stands I have taken on safe working conditions for Teamsters in the tank industry. What have I accomplished in my fights? Well, we are now allowed to pretrip our trucks and get paid for it. We get paid time on the road to make safety checks. We no longer have to drive unsafe trucks and we don't have to overload them. I'm still working on drug-testing procedures and making these

better. Now, after letters to state officials, the PUCO and the governor's office there is new legislation pending that says no tanker will carry over 80,000 pounds.

This all goes to show one person can get a lot done, and if you have many working for a safe workplace you can really accomplish things. Drivers here now have a much safer job and the public at large is also benefiting from safer conditions on the road.

As for the company and myself, let's just say that I do my job right, and watch and listen very closely to what they say and do. Will they try to get rid of me again? I don't think so. It's already cost them a lot of money up to this point and I feel protected because

of my activity around safety issues. My whole point in writing this is to encourage drivers to stick together and don't be afraid to make a stand for your rights. By working together we can finally have a safe workplace.

National Carhaul Meetings TDU Convention October 22-23

See page 7 to register now

CF Running Wild

continued from page 10

truck, were sent back and forth between terminals and the rail yards resulting in 35 hours of work for the husband and 27 hours for the wife in the two-day span. They are not required to show their logs to the company, while the company has been lettering shuttle operators for 10-minute log violations.

Mira Loma stewards, Bob Kirkpatrick, Henry Lewis and Jim

Carhaul Negotiators

continued from page 12

na, Tenn., owner-operators at Dixie objected to a super-substandard tentative agreement that Cook gave to Dixie in July, he told them if they didn't like their jobs they should quit and get other ones. Cook failed to sanction the Smyrna drivers' strike even though they are the overwhelming majority of Dixie drivers. Unless it is stopped now, the whipsawing resulting from this rider will be a battle for the next 10 years. Despite a high-pressure sales job and a lot of intimidation, it was great to see the Atlanta local weigh in with a 204-183 NO vote.

George Rohrer from the Western Conference and his partner Ernie Freitas of Local 70, who heads the Western Conference committee, are the architects of the proposed shift from hourly to flat-rate loading and unloading for the West. They ignored the protests of the members and the other locals until the offer was temporarily taken off the table at the last possible moment to avoid an even bigger NO vote in the West.

But this deal isn't all that dead. When Ryder announced they would merge the boards of CCI and Convoy in Billings, Mont., Local 190, the company asked for bid and dispatch proposals. When no agreement had been reached by July 18, Ryder unilaterally announced it would use the rules and unit (flat rate) pay from CCI, formerly TS&D. Stay tuned.

Freitas canceled the voting meetings he had called for July 23-24 and carried a cardboard-and-tape ballot box around to the terminals, threatening members who opposed him. If the contract had not been rejected, Freitas' strange conduct of the vote would have

been challenged in court. We hope he does better next time.

Charlie Thompson of Oklahoma City, Local 886 also sits on the National Committee and leads the way in deal cutting. In the early '80s Thompson introduced the concept of part-time, incentive-paid yard help, who turn out to be mostly relatives of GM or Jack Cooper management. This has since spread and threatens the future of drivers who are disabled from driving before they are eligible for retirement. It seems likely the yard personnel helped Thompson deliver the biggest yes vote in the nation—151 to 31.

Mike Robilotto who sat on the National Committee in 1985 has now moved on to jail for embezzling members' money and his partner in the Eastern Conference, Morand Schmidt, has retired, so the new Eastern Conference reps haven't had much time to build up a record.

As for Walter Shea, who heads up the National Committee, he has never once appeared before a group of working members to say, "Fellas, here's what I think we should do and why." This is the fifth of seven offers he has negotiated since 1976 to be rejected by a majority. And he sees no conflict in getting his son a management job for NuCar Carriers in Jessup, Md.

These same men, and others like them, rule over the grievance panels that are responsible for enforcing our contract. Is it any wonder we continue to slide backwards?

As long as we have a system where the negotiators are selected from the top, rather than elected from the bottom, we will keep getting poor contracts—and even they will not be enforced.

Rose, have filed several grievances to have the subcontractors sign in and out. That grievance was won, but CF now dispatches the subcontractors over the phone directly to the pig yards, nullifying the grievance decision.

To rub salt in the wounds, CF is requiring drivers to break down and hook up sets at the Englewood, Long Beach, Compton and Montebello terminals, even when yard men are available. And they are avoiding the union hiring hall by hiring four-hour casuals who line up at the gate for scab wages every morning.

Asked how he'd handle the situation, Bob Kirkpatrick, a candidate for secretary-treasurer in the upcoming Local 63 election, said, "If the company is arbitrarily violating the contract by illegally diverting freight, I would call for an immediate strike sanction to take care of the situation."

But one local can't stop the renegade actions of CF. It calls for national action and a firm resolve from the International to save freight jobs. New General President William McCarthy should take decisive action to stop the diversion of freight and other violations rampant at CF.

What It Will Take

continued from page 12

power, and that right to strike would be seldom used.

We need innocent until proven guilty for discharged members. And better—not worse—language on discharges. Stewards have been discharged for 15-minute "wildcat strikes" and members have been fired for theft when management overpays them. Management has too much arbitrary power.

To improve representation our stewards need more paid-for time and authority to combat management's deluge of reprimands, pay denials, short miles, etc. The UAW has a full-time, company-paid rep for every 250 workers to enforce a straight hourly contract. To get the best possible BAs we need guaranteed seniority for all BAs who return to the job, as the East now has. For full details on the CCC contract proposals, including yard, garage, clerical, owner-operators and driveway, call the TDU national office.

Coast-to-Coast Unity in Weeks Ahead!

The final tally July 27 showed car haulers had rejected their contract by 9,122 to 3,535 votes. This massive 72.1% NO vote opens up the chance to turn around the Teamsters union in the carhauling industry.

This is an opportunity to negotiate a contract that promotes unity, not divide-and-conquer; that encourages members to be proud Teamsters, instead of discouraged and uninvolved; that encourages management to promote the best managers not the best liars.

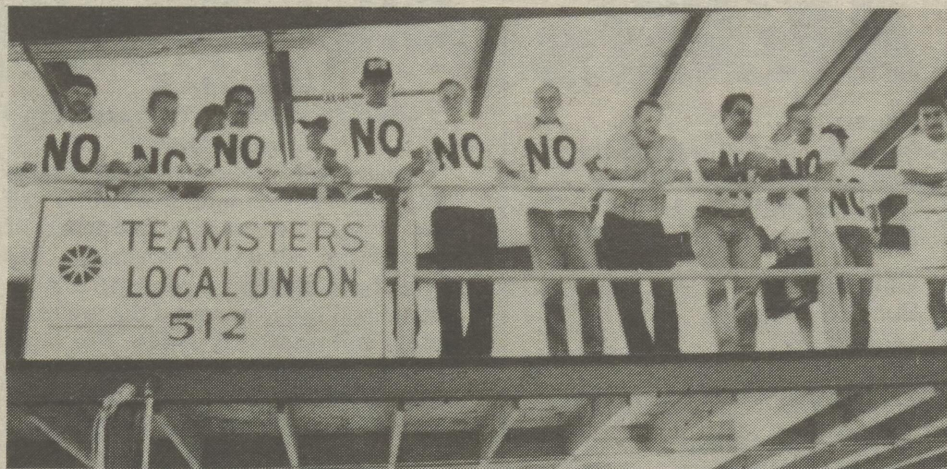
Since 1985, management has whip-sawed one local against another. They have used new subsidiaries to undercut the contract. At the last Southern Conference grievance meetings, Bruce Jackson of Leaseway Transportation boasted, "I own the panels." Management uses the grievance panels for their own ends. Instead of improvements to solve these and other problems, Walter Shea's offer in-

cluded more takeaways.

When this contract was presented to our BAs, only one really stood up to say NO. Car haulers' huge NO vote shows how out of touch Shea and the other negotiators are with the members. This contract has many problems that have accumulated for many years. Solving them won't be easy and can't be done by negotiators who don't even know the problems and don't have to answer to the members.

Therefore, in a mailgram to the new Teamster president, the conference co-chairs of the TDU Carhaulers Coordinating Committee asked that McCarthy call for election of members and BAs from all carhaul terminals who would gather for a bargaining council meeting to establish a new bargaining position and recommend a new negotiating committee.

Since carhaulers' bargaining power will increase in September and since it will take a while to hammer out a new



Jacksonville, Fla., Local 512 carhaulers leave no doubt where they stand on this contract.

union position, the CCC followed the lead of Detroit Local 299 in calling for the suspension of strike activity until after Labor Day.

Unfortunately, our union officials are not likely to give us new rights and management won't agree to a good contract until we have showed them another dose of solidarity, determination and intelligence.

We will need solidarity as management and some officials seek to turn one group or area against another in future votes. We will need intelligence as management's rumor machine gears up and we have to evaluate sugar-coated, empty promises.

The job for carhaulers now is to improve the communication network that has informed us and knitted us

together. We need to reach out to terminals that were uninformed. We need to talk with, not shout at, members who voted yes on this offer. We need to form committees in each local to help prepare for the most effective possible strike. The better prepared we are, the less likely or shorter a strike will be.

The CCC will continue to produce regular bulletins but your help is essential. The phone bills, printing costs and postage of the nine bulletins produced thus far have eaten up the Carhaul Solidarity Fund collections taken up till now. We will need many more bulletins in the weeks ahead. If you have not taken a collection at your terminal, call so we can help get you started. If you have not joined TDU, please fill out the form on this page today!

National Negotiating Committee

Would You Vote for These Men?

Some of the worst side deals in carhaul have been made by the officers who "serve" as our negotiators and as chairmen of our grievance panels. That is a key reason the Carhaulers Coordinating Committee has demanded that both the National Negotiating Committee and the chairs of the grievance panels be elected by the members.

Bill Joyce, one of 10 members on the National Committee, has signed some lulus in Local 710 in Chicago. Owner-operators signing on with Convoy there are being asked to sign leases paying them only 62% in exchange for getting

10-car trailers. Owner-operators around the country have fought this kind of shakedown by management for years. Joyce had earlier allowed a \$9.20-per-hour yard contract for Convoy, which has yet to hire any yard help. Local 710 has been worthless at representing CCI owner-operators who voted 16-0 against this contract. Local 710 has ignored three petitions for a stewards election at the Chicago Heights JATCO terminal, which voted at least 66-5 against this contract.

Jerry Cook of Atlanta also serves on the National Committee. When Smyr-

continued on page 11

TDU Is Winning Battle for Democracy

TDU's call for the Right to Vote is going from dream to reality. We are growing fast, major newspapers have endorsed our program and even Weldon Mathis has endorsed three of our planks—Majority Rule, election of all convention delegates, and an Ethical Practices Committee.

Now is the time to stand with us and be counted! Now is the time to remind your buddy to join TDU. Now is the time to spread the word by volunteering to distribute Convoy Dispatch. If you want the Right to Vote, help make it happen now—

Join TDU today!

TDU membership Application

Name _____ Local Union # _____
(please print)

Address _____

City _____ State or Province _____ Zip _____

Phone () _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

____ \$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

____ \$75 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

____ \$15 for spouses; retirees; & Teamsters who gross less than \$12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: # _____ Exp. date _____ / _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

What It's Going to Take

Across the country, carhaul managers who one month ago laughed in our faces while denying our pay, are now sweetly asking, "Hey, what's it going to take? What's the really big problem? Will you guys settle for a nickel? Are you going to be really hard on me and hold out for a dime?" Although we need full COLA and the wage increase is measly, money is not really the main issue in this contract.

Again and again you hear members say, "You just can't trust management." The lack of effective contract enforcement has given management a free rein. Throughout the industry the most arrogant, abusive managers are on the rise.

This contract is about power. Will rank-and-file carhaulers have the ongoing power to enforce whatever promises are made to us now when we have the power to strike. We learned in 1985 that promises without the power to enforce them are worse than worthless, they are deceiving.

During the life of the contract, managers threaten us and steal our money because they have the power to do it. They can deny or take our money and send us off to a grievance panel, which they have the power to deadlock, corrupt or bamboozle. If they lose, their only penalty is giving us the money they owe us. But they know they win half the time and most people give up eventually. They get bigger bonuses. This won't end until we have the power to stop it.

Between May 1987 and last November, the Carhaulers Coordinating Committee worked on a series of

proposals, which were then submitted through our local unions. With respect to enforcement of our contract, our proposals cover three areas:

Election of grievance committee co-chairs at each level. Right now the union co-chairs of our grievance panels are appointed from above by other union officials. They suffer no consequences when they give away part of our contract through their decisions. We must make them accountable.

Changes in contract language to give members more protection and locals more rights. Locals would have a right to strike on local riders after the joint committee has a chance to mediate disputed issues. We also have proposed the right to strike, instead of arbitration, after a grievance is deadlocked at the national level (freight now has this). Locals would have a limited right to strike on grievances. Management is more likely to behave in good faith if our locals have some

continued on page 11

Ryder Profits, Shea Covers Up

Ryder management around the country is saying they didn't get a rate increase last year, but page 46 of their annual report notes that units hauled decreased slightly from 4,993,000 to 4,985,000, but revenue increased from \$618 million to \$636 million. It's hard to imagine Walter Shea didn't know this before he repeated Ryder's false claim in his letter advocating a yes vote on this contract.